

Capital Region Significant Industries

A Report to The Workforce Development System

Bureau of Labor Market Information
Division of Research and Statistics

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of Labor

Preface

One of the objectives of the workforce development system is to encourage local workforce development boards (LWDBs) to plan strategically and focus their resources on priority industries (and eventually on priority occupations within those industries).

To assist in these efforts, the New York State Department of Labor Division of Research and Statistics developed these reports to identify “significant industries” in each of the ten regions in New York State. Industries presented here are classified according to their North American Industry Classification System (NAICS) code.

The coronavirus outbreak had a devastating impact on the labor market in New York State resulting in a record high unemployment rate of 16.2% in April of 2020 and a loss of more than 1.9 million jobs between February and April 2020. As of December 2021, over 1.2 million of those jobs have been recovered while the unemployment rate has fallen to 6.2%.

As the economy continues to recover, many businesses are finding it difficult to fill open positions. Now more than ever it is imperative that the workforce development system understand the changes that have occurred in the labor market and develop effective strategies to match people to careers.

This report lists significant industries in the Capital Region based on several factors including employment levels, wage levels, job growth (both net and percent) over the 2015-2020 period and expected job growth based on industry employment projections through 2028. Priority industries that may have been designated by economic development or workforce development officials were also considered. The local workforce development boards in the region should focus their workforce development resources on these industries.

Regional Industries

For the purposes of this publication, an industry was designated as “significant” with reference to the following characteristics:

- The industry experienced above-average job growth (in either net or percentage terms); or
- The industry employed more than 13,000 people; or
- The industry’s projected employment growth for 2018-2028 is above average in the region (9%); or
- The industry paid above-average annual wages (\$61,200 in 2020).

Twelve industries in the Capital Region are designated as “significant” in this report. All significant industries within the region are projected to add jobs between 2018 and 2028. Eight of the twelve industries employed at least 13,500 during 2020. From 2015 to 2020 the number of jobs in the Capital Region declined by 5.1%. In comparison, ten industries on the list experienced better job growth than the region, while seven had positive job growth. Additionally, eight of the industries paid average annual wages greater than \$60,000 in 2020. A broad set of industries were identified

as significant in the Capital Region. They fall into eight major industry groups: construction; manufacturing; transportation and warehousing; finance and insurance; professional, scientific and technical services; education; health care and social assistance; and state government.

Industry Analysis

In the following analysis, industries are presented in ascending order based on their NAICS industry codes. For additional information regarding the NAICS industry classification system, visit <https://www.census.gov/naics/?58967?yearbck=2017>.

Construction

Laborers and skilled trade occupations comprise much of the employment within the *specialty trade contractors* (NAICS Industry 238) industry. Skilled workers such as electricians, plumbers, carpenters, and HVAC mechanics and installers are employed in this industry. In 2020, *specialty trade contractors* in the Capital Region earned an average annual wage of \$68,400, 12% above the regional all-industry average of \$61,200. The construction industry is sensitive to fluctuations in economic conditions. Employment in this category declined 900 between 2015 and 2020, mostly due to the COVID-19 pandemic. Over the next decade, the retirement of many baby boomers and a need to upgrade existing infrastructure will contribute to job opportunities in these industries, especially among the skilled trades.

Manufacturing

Manufacturing has the highest gross regional product of any private sector industry in the Capital Region. Two industries within the manufacturing sector made the significant industries list. *Chemical manufacturing* (NAICS Industry 325, with average annual wages of \$144,100 in 2020) and *computer and electronic product manufacturing* (NAICS Industry 334, with average annual wages of \$97,800) both added jobs between 2015 and 2020 and pay among the highest average annual wages in the region. From 2015 to 2020, *chemical manufacturing* added the most jobs of any industry in the region (1,600). According to our projections, employment in *chemical manufacturing* is expected to increase by 4.8% between 2018 and 2028. There are various projects in the Capital Region with potential for robust growth in the *manufacturing* sector over the next decade.

Transportation and Warehousing

The Capital Region's *transportation and warehousing* sector added 900 jobs between 2015 and 2020, growing by 7.4%. This sector was one of few that recorded job gains during the period. Most sectors experienced declining employment due to the devastating impact of the COVID-19 pandemic. Within this sector, *couriers and messengers* (NAICS Industry 492) and *warehousing and storage* (NAICS Industry 493) are highlighted in the significant industries list.

From 2015 to 2020 *couriers and messengers* grew at the fastest rate of any industry on the significant industries list, adding 1,100 jobs, or a rate of 55.0%. In fact, during 2020, while e-commerce and expanded delivery options became a priority for businesses and consumers, this industry added more than 700 jobs.

Warehousing and storage also experienced double digit growth from 2015 to 2020, adding 400 jobs, an increase of 13.8%. Employment is expected to grow even faster from 2018 to 2028. *Warehousing and storage* is projected to be the fastest growing industry in the Capital Region over the ten-year period (projected growth of 56.5%). The Capital Region is ideally situated at the confluence of interstates I-90 and I-87 with access to rail and water routes making it an ideal transportation and logistics hub.

Finance and Insurance

Finance and insurance is ranked 2nd in the region in terms of gross regional product. The sector's employment declined just 1.1% between 2015 and 2020, compared to the total private sector's loss of 5.4%. The *insurance carriers and related activities* industry (NAICS Industry 524) maintained its employment level of 14,000 jobs. The industry pays an average annual wage of \$90,100, or 47.2% above the region's average annual wage for all industries.

Professional, Scientific and Technical Services

This industry (NAICS Industry 541) contains a diverse list of industries, including consulting, legal, information technology, and veterinary services. This is where many of the Capital Region's "high tech" service-related jobs are found. Employment growth in *professional, scientific, and technical services* (11.8%) is projected to be higher than the growth rate for all industries (9.0%) in the region between 2018 and 2028. At \$92,700 annually, the industry also paid well above average wages for the region in 2020.

Educational Services

With 50,300 jobs between the public and private sectors, the *educational services* (NAICS Industry 611) industry employs more people than any of the other significant industry presented in this report. As a result of remote instruction during the COVID-19 pandemic, employment in this industry declined by 6.0% from 2015 to 2020 – coming in just below the regional rate for all industries (-5.4%). However, the industry recovered many of these jobs, adding 2,100 jobs from the Second Quarter 2020 to the Second Quarter 2021. The average annual wage (\$59,400) in 2020 was similar to the overall regional annual average wage for the year.

Prior to the COVID-19 pandemic, employment growth in *educational services* was driven mostly by demographics rather than by economic conditions. In many school districts most job opportunities result from retirements, employee churn, or job changes. However, as New York State recovers from the COVID-19 pandemic, we expect to see new opportunities in the educational services sector. Programs such as the expansion of pre-k enrollment and curriculum changes to meet the growing demand of a skilled workforce should create new positions within the field.

Health Care and Social Assistance

Prior to the COVID-19 pandemic, employment growth in *health care and social assistance* was driven mostly by demographics rather than by economic conditions. As New York State recovers from the COVID-19 pandemic, we expect to see new opportunities in this sector. Nearly all *health care* industry occupations are expected to be in demand over the next decade as the Capital

Region's population continues to age. Three industries from the *health care and social assistance* sector are on the significant industry list. All three are projected to grow at a faster rate than the region's average between 2018 and 2028: *ambulatory health care services* (NAICS Industry 621, projected growth of 38.7%), *hospitals* (NAICS 622, projected growth of 15.5%) and *nursing and residential care facilities* (NAICS Industry 623, projected growth of 16.8%).

Between 2015 and 2020, employment growth in *ambulatory health care services* outpaced all other healthcare industries as pressure mounted to reduce costs by moving patient care from high-cost emergency rooms to lower cost urgent care centers. Employment in the industry is projected to grow by nearly 40% between 2018 and 2028. In addition to employment growth in urgent care centers, the Capital Region is experiencing growth in outpatient surgical facilities. *Ambulatory health care services* employed the fourth most workers of the industries on the significant industries list in the region (23,400).

The *nursing and residential care facilities* industry employs 21,000 people, a significant number in the Capital Region, and experienced employment growth from 2015-2020 (200 jobs, or 1.0%). A projected growth rate from 2018 to 2028 of 16.8% in this industry can be attributed to the region's aging population.

State Government

Because Albany is the Capital of New York State, it's no surprise the region is home to many State agency headquarters. *State government, excluding education and hospitals* (NAICS 92) is a significant industry in the Capital Region. From 2015 to 2020, employment in this industry grew by 1.0% (400 jobs), to 41,900 jobs. *State government, excluding education and hospitals* paid an average annual wage of \$73,400 in 2020, which was 20.0% above the regional average for all industries.

For Further Information

It is hoped that the Capital Region's local workforce development boards find the information in this report useful. The New York State Department of Labor's Capital Region labor market analyst, Kevin Alexander, is available for consultation. He can be reached via email at Kevin.Alexander@labor.ny.gov or by phone at (518) 242-8245.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://labor.ny.gov/stats/lslma.shtm>.

Significant Industries, Capital Region, 2021

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2015-2020	% Change in Jobs, 2015-2020	Average Annual Wage, 2020	Projected % Change in Jobs, 2018-2028	Why Industry is Significant**
		2015*	2020*					
	Total, all industries (all ownerships)	515,700	488,000	(27,700)	-5.4%	\$61,200	9.0%	NA
238	Specialty trade contractors	14,400	13,500	(900)	-6.3%	\$68,400	7.6%	J, W
325	Chemical manufacturing	4,500	6,100	1,600	35.6%	\$144,100	4.8%	G, W
334	Computer and electronic product manufacturing	4,200	4,500	300	7.1%	\$97,800	4.1%	G, W
492	Couriers and messengers	2,000	3,100	1,100	55.0%	\$44,900	19.7%	G, P
493	Warehousing and storage	2,900	3,300	400	13.8%	\$54,400	56.5%	G, P
524	Insurance carriers and related activities	14,000	14,000	-	0.0%	\$90,100	6.1%	G, J, W
541	Professional and technical services	32,000	31,400	(600)	-1.9%	\$92,700	11.8%	G, J, P, W
611	Educational services*	53,500	50,300	(3,200)	-6.0%	\$59,400	14.3%	J, P
621	Ambulatory health care services	22,800	23,400	600	2.6%	\$68,500	38.7%	G, J, P, W
622	Hospitals	23,900	23,300	(600)	-2.5%	\$62,100	15.5%	G, J, P, W
623	Nursing and residential care facilities	20,800	21,000	200	1.0%	\$40,600	16.8%	G, J, P
92	State Government, Excluding Education and Hospitals	41,500	41,900	400	1.0%	\$73,400	8.9%	G, J, W

NA – Not Applicable

*Represents both private and public sector jobs

****Key:**

G: Industry experienced above-average job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>13,000)

P: Above-average growth projected for 2018-2028

W: Industry pays above-average wages

Significant Industries, Capital Region, 2021

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2020Q2-2021Q2	% Change in Jobs, 2020Q2-2021Q2
		2020Q2*	2021Q2*		
	Total, all industries (all ownerships)	456,800	497,800	41,000	9.0%
238	Specialty trade contractors	12,200	14,200	2,000	16.4%
325	Chemical manufacturing	6,000	6,400	400	6.7%
334	Computer and electronic product manufacturing	4,500	4,300	(200)	-4.4%
445	Food and beverage stores	12,400	13,000	600	4.8%
452	General merchandise stores	8,600	9,500	900	10.5%
492	Couriers and messengers	2,700	3,000	300	11.1%
493	Warehousing and storage	3,200	3,700	500	15.6%
524	Insurance carriers and related activities	14,000	13,700	(300)	-2.1%
541	Professional and technical services	30,700	32,200	1,500	4.9%
611	Educational services*	51,200	53,300	2,100	4.1%
621	Ambulatory health care services	21,000	24,400	3,400	16.2%
622	Hospitals	22,900	22,300	(600)	-2.6%
623	Nursing and residential care facilities	20,600	19,500	(1,100)	-5.3%
92	State Government, Excluding Education and Hospitals	42,200	41,200	(1,000)	-2.4%

NA – Not Applicable

*Represents both private and public sector jobs

**Specialty Trade Contractors
(NAICS Industry 238)
Ten Most Common Occupations**

Industry Description: The Specialty Trade Contractors subsector comprises establishments whose primary activity is performing specific activities (e.g., pouring concrete, site preparation, plumbing, painting, and electrical work) involved in building construction or other activities that are similar for all types of construction, but that are not responsible for the entire project. The work performed may include new work, additions, alterations, maintenance, and repairs. The production work performed by establishments in this subsector is usually subcontracted from establishments of the general contractor type or for-sale builders, but especially in remodeling and repair construction, work also may be done directly for the owner of the property. Specialty trade contractors usually perform most of their work at the construction site, although they may have shops where they perform prefabrication and other work. Establishments primarily engaged in preparing sites for new construction are also included in this subsector.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	47-2111	Electricians	11.2%	\$62,115	8.6%	High school diploma or equivalent	None	Apprenticeship
2	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8.6%	\$60,783	10.1%	Postsecondary non-degree award	None	Long-term on-the-job training
3	47-2061	Construction Laborers	7.6%	\$38,266	7.6%	No formal educational credential	None	Short-term on-the-job training
4	47-2152	Plumbers, Pipefitters, and Steamfitters	6.9%	\$82,090	11.4%	High school diploma or equivalent	None	Apprenticeship
5	11-1021	General and Operations Managers	5.4%	\$108,541	9.4%	Bachelor's degree	5 years or more	None
6	47-2031	Carpenters	4.9%	\$52,794	5.8%	High school diploma or equivalent	None	Apprenticeship
7	47-2073	Operating Engineers and Other Construction Equipment Operators	3.6%	\$54,214	5.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	47-2181	Roofers	3.5%	\$58,365	8.6%	No formal educational credential	None	Moderate-term on-the-job training
9	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	2.9%	\$82,723	8.3%	High school diploma or equivalent	5 years or more	None
10	53-3032	Heavy and Tractor-Trailer Truck Drivers	2.7%	\$48,522	8.5%	Postsecondary non-degree award	None	Short-term on-the-job training

**Chemical Manufacturing
(NAICS Industry 325)
Ten Most Common Occupations**

Industry Description: The Chemical Manufacturing subsector is based on the transformation of organic and inorganic raw materials by a chemical process and the formulation of products. This subsector distinguishes the production of basic chemicals that comprise the first industry group from the production of intermediate and end products produced by further processing of basic chemicals that make up the remaining industry groups.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	6.9%	\$50,740*	2.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-1011	First-Line Supervisors of Production and Operating Workers	5.5%	\$93,869	0.0%	High school diploma or equivalent	Less than 5 years	None
3	19-2031	Chemists	3.7%	\$78,820	13.7%	Bachelor's degree	None	None
4	51-9011	Chemical Equipment Operators and Tenders	3.5%	\$52,644	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	19-4031	Chemical Technicians	3.5%	\$60,204	11.4%	Associate's degree	None	Moderate-term on-the-job training
6	49-9041	Industrial Machinery Mechanics	3.0%	\$68,496	6.5%	High school diploma or equivalent	None	Long-term on-the-job training
7	17-2112	Industrial Engineers	2.9%	\$102,987	13.0%	Bachelor's degree	None	None
8	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.0%	\$100,708	11.5%	Bachelor's degree	None	None
9	11-3051	Industrial Production Managers	1.9%	\$145,880	3.8%	Bachelor's degree	5 years or more	None
10	51-8091	Chemical Plant and System Operators	1.9%	\$76,216	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training

* Due to confidentiality, regional median occupational wage was replaced with regional cross industry median wage.

NA – Not Available

**Computer and Electronic Product Manufacturing
(NAICS Industry 334)
Ten Most Common Occupations**

Industry Description: Industries in the Computer and Electronic Product Manufacturing subsector group establishments that manufacture computers, computer peripherals, communications equipment, and similar electronic products, and establishments that manufacture components for such products. The Computer and Electronic Product Manufacturing industries have been combined in the hierarchy of NAICS because of the economic significance they have attained. Their rapid growth suggests that they will become even more important to the economies of all three North American countries in the future, and in addition their manufacturing processes are fundamentally different from the manufacturing processes of other machinery and equipment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3.7%	\$48,186	-14.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-2028	Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	3.1%	\$41,727	6.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	11-9041	Architectural and Engineering Managers	2.4%	\$194,352	6.5%	Bachelor's degree	5 years or more	None
4	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	2.0%	\$112,367	NA	Bachelor's degree	None	None
5	51-1011	First-Line Supervisors of Production and Operating Workers	1.8%	\$76,253	0.0%	High school diploma or equivalent	Less than 5 years	None
6	17-2141	Mechanical Engineers	1.5%	\$104,328	8.1%	Bachelor's degree	None	None
7	43-5061	Production, Planning, and Expediting Clerks	1.5%	\$51,486	13.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.4%	\$97,399	11.1%	Bachelor's degree	None	Moderate-term on-the-job training
9	11-3051	Industrial Production Managers	1.3%	\$170,255	3.8%	Bachelor's degree	5 years or more	None
10	13-1020	Buyers and Purchasing Agents	1.0%	\$80,011	-4.2%	Bachelor's degree	None	Moderate-term on-the-job training

* Due to confidentiality, regional median occupational wage was replaced with regional cross industry median wage.

NA – Not Available

**Couriers and Messengers
(NAICS Industry 492)
Ten Most Common Occupations**

Industry Description: Industries in the Couriers and Messengers subsector provide intercity and/or local delivery of parcels and documents. These articles can be described as those that may be handled by one person without using special equipment. This allows the collection, pick-up, and delivery operations to be done with limited labor costs and minimal equipment. Sorting and transportation activities, where necessary, are generally mechanized. The restriction to small parcels partly distinguishes these establishments from those in the transportation industries. The complete network of courier services establishments also distinguishes these transportation services from local messenger and delivery establishments in this subsector. This includes the establishments that perform intercity transportation as well as establishments that, under contract to them, perform local pick-up and delivery. Messengers, who usually deliver within a metropolitan or single urban area, may use bicycle, foot, small truck, or van.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	53-3033	Light Truck Drivers	36.3%	\$50,511	8.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	53-3032	Heavy and Tractor-Trailer Truck Drivers	7.4%	\$62,757	8.5%	Postsecondary non-degree award	None	Short-term on-the-job training
3	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	6.5%	\$58,264	NA	NA	NA	NA
4	43-5011	Cargo and Freight Agents	0.9%	\$48,700	NA	NA	NA	NA
5	43-9061	Office Clerks, General	0.7%	\$31,433	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
6	49-3023	Automotive Service Technicians and Mechanics	0.7%	\$67,957	-1.7%	Postsecondary non-degree award	None	Short-term on-the-job training
7	11-1021	General and Operations Managers	0.6%	\$94,046	9.4%	Bachelor's degree	5 years or more	None
8	11-3071	Transportation, Storage, and Distribution Managers	0.6%	\$105,689	11.5%	High school diploma or equivalent	5 years or more	None
9	49-3011	Aircraft Mechanics and Service Technicians	0.5%	\$81,230	13.3%	Postsecondary non-degree award	None	None
10	43-4051	Customer Service Representatives	0.0%	\$44,003	-0.4%	High school diploma or equivalent	None	Short-term on-the-job training

NA – Not Available

**Warehousing and Storage
(NAICS Industry 493)
Ten Most Common Occupations**

Industry Description: Industries in the Warehousing and Storage subsector are primarily engaged in operating warehousing and storage facilities for general merchandise, refrigerated goods, and other warehouse products. These establishments provide facilities to store goods. They do not sell the goods they handle. These establishments take responsibility for storing the goods and keeping them secure. They may also provide a range of services, often referred to as logistics services, related to the distribution of goods. Logistics services can include labeling, breaking bulk, inventory control and management, light assembly, order entry and fulfillment, packaging, pick and pack, price marking and ticketing, and transportation arrangement. However, establishments in this industry group always provide warehousing or storage services in addition to any logistic services. Furthermore, the warehousing or storage of goods must be more than incidental to the performance of services, such as price marking.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	39.7%	\$44,370	17.5%	No formal educational credential	None	Short-term on-the-job training
2	53-7051	Industrial Truck and Tractor Operators	14.5%	\$42,398	13.7%	No formal educational credential	None	Short-term on-the-job training
3	53-7065	Stockers and Order Fillers	8.3%	\$45,367	-4.1%	High school diploma or equivalent	None	Short-term on-the-job training
4	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	3.4%	\$62,720	NA	NA	NA	NA
5	43-5071	Shipping, Receiving, and Inventory Clerks	3.1%	\$44,092	3.1%	High school diploma or equivalent	None	Short-term on-the-job training
6	11-3071	Transportation, Storage, and Distribution Managers	2.1%	\$89,210	11.5%	High school diploma or equivalent	5 years or more	None
7	11-1021	General and Operations Managers	1.4%	\$113,062	9.4%	Bachelor's degree	5 years or more	None
8	43-9061	Office Clerks, General	1.3%	\$30,706	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
9	49-9071	Maintenance and Repair Workers, General	1.0%	\$47,860	9.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.0%	\$66,779	8.1%	High school diploma or equivalent	None	Moderate-term on-the-job training

NA – Not Available

**Insurance Carriers and Related Activities
(NAICS Industry 524)
Ten Most Common Occupations**

Industry Description: Industries in the Insurance Carriers and Related Activities subsector group establishments that are primarily engaged in one of the following: (1) underwriting (assuming the risk, assigning premiums, and so forth) annuities and insurance policies or (2) facilitating such underwriting by selling insurance policies and by providing other insurance and employee benefit related services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	43-4051	Customer Service Representatives	18.2%	\$43,249	-0.4%	High school diploma or equivalent	None	-0.4%
2	41-3021	Insurance Sales Agents	13.6%	\$69,068	12.5%	High school diploma or equivalent	None	12.5%
3	13-1031	Claims Adjusters, Examiners, and Investigators	7.9%	\$68,468	-0.5%	High school diploma or equivalent	None	-0.5%
4	43-9041	Insurance Claims and Policy Processing Clerks	6.2%	\$49,443	7.3%	High school diploma or equivalent	None	7.3%
5	13-2053	Insurance Underwriters	4.8%	\$66,515	-3.1%	Bachelor's degree	None	-3.1%
6	43-1011	First-Line Supervisors of Office and Administrative Support Workers	3.5%	\$74,456	4.3%	High school diploma or equivalent	Less than 5 years	4.3%
7	29-1141	Registered Nurses	2.9%	\$77,657	23.8%	Bachelor's degree	None	23.8%
8	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	2.3%	\$95,060	NA	Bachelor's degree	None	NA
9	11-1021	General and Operations Managers	1.9%	\$136,876	9.4%	Bachelor's degree	5 years or more	9.4%
10	43-9061	Office Clerks, General	1.8%	\$38,455	0.2%	High school diploma or equivalent	None	0.2%

NA – Not Available

**Professional, Scientific, and Technical Services
(NAICS Industry 541)
Ten Most Common Occupations**

Industry Description: Industries in the Professional, Scientific, and Technical Services subsector group establishments engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis, where an individual or team is responsible for the delivery of services to the client. The individual industries of this subsector are defined on the basis of the particular expertise and training of the services provider.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	6.2%	\$103,280	NA	Bachelor's degree	None	None
2	23-1011	Lawyers	4.3%	\$98,302	11.7%	Doctoral or professional degree	None	None
3	13-2011	Accountants and Auditors	4.0%	\$72,575	13.8%	Bachelor's degree	None	None
4	43-9061	Office Clerks, General	3.5%	\$50,546	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
5	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.9%	\$46,705	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
6	23-2011	Paralegals and Legal Assistants	2.9%	\$54,226	16.8%	Associate's degree	None	None
7	11-1021	General and Operations Managers	2.5%	\$136,053	9.4%	Bachelor's degree	5 years or more	None
8	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.4%	\$42,722	0.3%	Some college, no degree	None	Moderate-term on-the-job training
9	17-2051	Civil Engineers	2.3%	\$94,022	14.3%	Bachelor's degree	None	None
10	15-1211	Computer Systems Analysts	2.3%	\$101,163	12.3%	Bachelor's degree	None	None

NA – Not Available

**Educational Services
(NAICS Industry 611)
Ten Most Common Occupations**

Industry Description: Industries in the Educational Services subsector provide instruction and training in a wide variety of subjects. The instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	25-9045	Teaching Assistants, Except Postsecondary	8.6%	\$28,755	14.8%	Some college, no degree	None	None
2	25-2021	Elementary School Teachers, Except Special Education	8.2%	\$76,202	9.7%	Bachelor's degree	None	None
3	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6.1%	\$73,738	9.5%	Bachelor's degree	None	None
4	25-3031	Substitute Teachers, Short-Term	5.4%	\$35,198	9.0%	Bachelor's degree	None	None
5	25-2022	Middle School Teachers, Except Special and Career/Technical Education	4.7%	\$71,197	9.4%	Bachelor's degree	None	None
6	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.1%	\$43,812	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
7	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.0%	\$33,811	15.8%	No formal educational credential	None	Short-term on-the-job training
8	43-9061	Office Clerks, General	2.7%	\$31,999	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
9	21-1012	Educational, Guidance, and Career Counselors and Advisors	1.9%	\$60,480	22.5%	Master's degree	None	None
10	25-1071	Health Specialties Teachers, Postsecondary	1.6%	NA	14.8%	Some college, no degree	None	None

NA – Not Available

**Ambulatory Health Care Services
(NAICS Industry 621)
Ten Most Common Occupations**

Industry Description: Industries in the Ambulatory Health Care Services subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	43-4171	Receptionists and Information Clerks	11.4%	\$36,665	15.4%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-1141	Registered Nurses	9.6%	\$72,521	23.8%	Bachelor's degree	None	None
3	31-1120	Home Health and Personal Care Aides	7.4%	\$30,487	52.8%	High school diploma or equivalent	None	Short-term on-the-job training
4	29-2061	Licensed Practical and Licensed Vocational Nurses	4.8%	\$45,385	17.9%	Postsecondary non-degree award	None	None
5	29-2040	Emergency Medical Technicians and Paramedics	4.7%	\$43,076	20.1%	Postsecondary non-degree award	None	None
6	31-9092	Medical Assistants	3.8%	\$36,952	31.6%	Postsecondary non-degree award	None	None
7	29-1292	Dental Hygienists	3.0%	\$71,778	25.6%	Associate's degree	None	None
8	31-9091	Dental Assistants	2.9%	\$45,248	25.0%	Postsecondary non-degree award	None	None
9	43-1011	First-Line Supervisors of Office and Administrative Support Workers	2.7%	\$62,499	4.3%	High school diploma or equivalent	Less than 5 years	None
10	29-1228	Physicians, All Other and Ophthalmologists, Except Pediatric	2.5%	\$201,010*	15.4%	Doctoral or professional degree	None	Internship/residency

* Due to confidentiality, regional median occupational wage was replaced with regional cross industry median wage.

Hospitals
(NAICS Industry 622)
Ten Most Common Occupations

Industry Description: Industries in the Hospitals subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in the Hospitals subsector provide inpatient health services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	29-1141	Registered Nurses	28.3%	\$75,102	23.8%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	9.1%	\$31,588	13.1%	Postsecondary non-degree award	None	None
3	29-2010	Clinical Laboratory Technologists and Technicians	3.5%	\$61,332	16.7%	Bachelor's degree	None	None
4	43-4171	Receptionists and Information Clerks	2.8%	\$32,185	15.4%	High school diploma or equivalent	None	Short-term on-the-job training
5	43-9061	Office Clerks, General	2.4%	\$33,799	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.2%	\$30,582	15.8%	No formal educational credential	None	Short-term on-the-job training
7	29-2034	Radiologic Technologists and Technicians	1.9%	\$66,396	18.6%	Associate's degree	None	None
8	43-4111	Interviewers, Except Eligibility and Loan	1.9%	\$36,478	10.3%	High school diploma or equivalent	None	Short-term on-the-job training
9	29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	1.7%	\$46,278	18.9%	Postsecondary non-degree award	None	None
10	29-2061	Licensed Practical and Licensed Vocational Nurses	1.4%	\$45,692	17.9%	Postsecondary non-degree award	None	None

**Nursing and Residential Care Facilities
(NAICS Industry 623)
Ten Most Common Occupations**

Industry Description: Industries in the Nursing and Residential Care Facilities subsector provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. In this subsector, the facilities are a significant part of the production process, and the care provided is a mix of health and social services with the health services being largely some level of nursing services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	28.6%	\$31,834	52.8%	High school diploma or equivalent	None	Short-term on-the-job training
2	31-1131	Nursing Assistants	13.4%	\$32,625	13.1%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	7.1%	\$48,073	17.9%	Postsecondary non-degree award	None	None
4	29-1141	Registered Nurses	5.0%	\$69,850	23.8%	Bachelor's degree	None	None
5	35-3041	Food Servers, Nonrestaurant	4.0%	\$26,950	15.2%	No formal educational credential	None	Short-term on-the-job training
6	37-2012	Maids and Housekeeping Cleaners	2.5%	\$27,649	0.0%	No formal educational credential	None	Short-term on-the-job training
7	21-1093	Social and Human Service Assistants	2.1%	\$32,082	25.3%	High school diploma or equivalent	None	Short-term on-the-job training
8	39-9041	Residential Advisors	1.9%	\$33,242	23.1%	High school diploma or equivalent	None	Short-term on-the-job training
9	21-1015	Rehabilitation Counselors	1.9%	\$35,667	26.2%	Master's degree	None	None
10	39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	1.7%	\$59,091	18.8%	High school diploma or equivalent	Less than 5 years	None

**State Government, Excluding Education and Hospitals
(NAICS Industry 92)
Ten Most Common Occupations**

Industry Description: The Public Administration sector consists of establishments of federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area. These agencies also set policy, create laws, adjudicate civil and criminal legal cases, and provide for public safety and for national defense. In general, government establishments in the Public Administration sector oversee governmental programs and activities that are not performed by private establishments. Establishments in this sector typically are engaged in the organization and financing of the production of public goods and services, most of which are provided for free or at prices that are not economically significant.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	33-3012	Correctional Officers and Jailers	4.2%	\$64,502	1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	43-9061	Office Clerks, General	4.0%	\$39,731	0.2%	High school diploma or equivalent	None	Short-term on-the-job training
3	15-1211	Computer Systems Analysts	3.9%	\$82,056	12.3%	Bachelor's degree	None	None
4	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.8%	\$52,778	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
5	25-9045	Teaching Assistants, Except Postsecondary	3.2%	\$30,316	14.8%	Some college, no degree	None	None
6	13-1111	Management Analysts	2.6%	\$69,793	24.4%	Bachelor's degree	Less than 5 years	None
7	13-2011	Accountants and Auditors	2.6%	\$80,697	13.8%	Bachelor's degree	None	None
8	23-1011	Lawyers	2.5%	\$111,713	11.7%	Doctoral or professional degree	None	None
9	15-1251	Computer Programmers	2.5%	\$79,079	-6.0%	Bachelor's degree	None	None
10	13-2081	Tax Examiners and Collectors, and Revenue Agents	2.4%	\$59,627	3.7%	Bachelor's degree	None	Moderate-term on-the-job training

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